

LOGNOTE -- Chief, Operations Group, 25 February 1986

1. [ ] Recent problems with the Amman Bureau wagescale have prompted PMCD to officially task [ ] with drafting a compensation plan for FBIS FBN employees. This has long been an action item on the Operations Group status report, but one that [ ] has not been able to get to owing to other PMCD commitments. To briefly summarize the problem, FBIS has a classification policy for the FBN plan but has depended to date on State Department for compensation policy. Recent major problems with Embassy wagescales in Amman, Swaziland and other bureaus point to the impossibility of continuing to follow State's lead in compensation policy. If FBIS/PMCD are to go their own way in establishing wagescales for bureau we will have to set up a mechanism for collecting wagescale data to support our schedules if challenged by the GAO. To begin this process, [ ] and I met on 20 February with representatives of Hay Management Consultants, who have also done some work with AID and VOA, to discuss their procedures for establishing compensation systems. They will be preparing a package for [ ] along with various options and costs, to review. A meeting has been set up for 26 February with TPF&S, another management consultant firm which has done some work for State. Norm has the names of a number of other companies he will also be contracting. Once we have all the data on hand on what private consultants can offer, we will also be talking to State Department about including FBN positions in State Wage Surveys in a manner that will not prejudice FBIS interests. Although the State option would be the cheapest, recent experience indicates that DOS foreign national compensation policy is too out of line with PMCD/FBIS policy to accommodate both in a single wage survey mechanism.

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(cc: D/FBIS, C/AS [ ] /PMCD)

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